

Exit Interview Form

Wal-Mart Stores, Inc.
EXIT INTERVIEWPrinted From (b) (6), (b) (7)(C)
Associate Information

Associate Name (b) (6), (b) (7)(C) WIN (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: (b) (6), (b) (7)(C)

Last Worked Date: (b) (6), (b) (7)(C) 2016 Effective Date: (b) (6), (b) (7)(C) 2016

Last Position Held:- Last Rate of Pay:

Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

Badge Discount Card Membership Card Company Issued Clothings Weight Belt

Box Cutter Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: (b) (6), (b) (7)(C)

Last Day Worked: (b) (6), (b) (7)(C) 2016

Manager Comments

(b) (6), (b) (7)(C)

Signatures

Associate Name :	(b) (6), (b) (7)(C)	Date:		Electronic Acknowledge:	No
Supervisor Name :	(b) (6), (b) (7)(C)	Date:	(b) (6), (b) (7)(C) 2016	Electronic Acknowledge:	Yes
Witness Name :	(b) (6), (b) (7)(C)	Date:	(b) (6), (b) (7)(C) 2016	Electronic Acknowledge:	Yes

Provided below is important information related to your separation..

COBRA	(b) (6), (b) (7)(C)	Continuation of Benefits	(800) 421-1362
DISCOUNT CARD	(b) (6), (b) (7)(C)	Application Information	(800) 421-1362
LIFE INSURANCE		Conversion of Benefits	(877) 740-2116 * must call within 31 days of date coverage ends
PROFIT SHARING		Account Information	(888) 968-4015
STOCK OWNERSHIP		Account Information	(800) 438-6278
401K		Account Information	(888) WMT401K OR (888) 968-4015
RESOURCES FOR LIVING		Counseling Service	(800) 825-3555

Print Close

Name . (b) (6), (b) (7)(C)	Userid . (b) (6), (b) (7)(C)
Witness Name . (b) (6), (b) (7)(C)	Userid . (b) (6), (b) (7)(C)

[Print](#)

Coaching # (b) (6), (b) (7)(C)		Status is Active Mode is View					
Win Number	First Name	Middle Name	Last Name	Userid	Country	Division	Facility
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	US	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Type Of Coaching							
The Level, and Reason(s) displayed below were the original Level, and Reason(s) selected for the coaching							
Level				Reason(s)			
First Written				Job Performance			
Observations of Associate's Behavior and/or Performance							
On (b) (6), (b) (7)(C) 2016, (b) (6), (b) (7)(C) was assigned to stock (b) (6), (b) (7)(C). As (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were touring the floor, (b) (6), (b) (7)(C) told them that a certain pallet was overstock and that they could check it if they wanted to. At that point (b) (6), (b) (7)(C) went to break, (b) (6), (b) (7)(C) proceeded to check the pallet, finding that the first eight out of nine boxes stocked to the shelf, some of the items were complete outs on the shelf.							
Impact of Associate's Behavior							
The impact of (b) (6), (b) (7)(C) job performance causes items to not be on the shelf for our customers to shop, loss in sales due to the item not being on the shelf and it creates more work, other associates binning the merchandise in the back then having to pick the item only to stock it, or that other associates need to go back through and re work the pallets.							
Behavior Expected Of Associate							
(b) (6), (b) (7)(C) is expected to thoroughly check the items that come out to the department to be stocked and to only send back true overstock items. (b) (6), (b) (7)(C) is to ensure that we have all available products on the shelves for our customers, if that item comes out on the pallet to be stocked.							
Next Level of Action							
The next level of action if behavior continues is: Second Written up to and including Termination							
Action Plan :							
Date, Time, and Place of Coaching							
Date Given (b) (6), (b) (7)(C)/2016		Time (b) (6), (b) (7)(C)		Place AD Office			
Expiration Date							
The expiration date of the coaching may be extended beyond (b) (6), (b) (7)(C)/2017 date, if the Associate spent time on LOA.							
Acknowledgements							
Date Acknowledged (b) (6), (b) (7)(C)/2016							
Associate Name				Userid			
Manager							

TAB 1

[illegible]

-----Original Appointment-----

From: (b) (6), (b) (7)(C)

Sent: Wednesday, (b) (6), (b) (7)(C), 2016 (b) (6), (b) (7)(C)

To: (b) (6), (b) (7)(C)

Subject: (b) (6), (b) (7)(C) - 2208 associate

When: Wednesday, (b) (6), (b) (7)(C), 2016 (b) (6), (b) (7)(C) (UTC-05:00) Eastern Time (US & Canada).

Where: Open Door Call

Follow-up Conversation - (b) (6), (b) (7)(C) 2016

I followed up with (b) (6), (b) (7)(C) today concerning my findings. I explained to (b) (6), (b) (7)(C) that we receive information in many different ways. I explained to (b) (6), (b) (7)(C) that I have statements from other Associates that contradicted some of (b) (6), (b) (7)(C) statement to me earlier in the week and to help me understand why (b) (6), (b) (7)(C) felt taking off (b) (6), (b) (7)(C) vest and badge and throwing it on a pallet and stating (b) (6), (b) (7)(C) "was done" did not mean quit. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) didn't throw (b) (6), (b) (7)(C) badge or (b) (6), (b) (7)(C) vest, that (b) (6), (b) (7)(C) had asked for it and (b) (6), (b) (7)(C) handed it to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) took it from me. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) didn't quit (b) (6), (b) (7)(C) went to the personnel office to see what their decision was. I asked for clarification on what that meant and (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) was to come and talk to (b) (6), (b) (7)(C) in the office. I asked (b) (6), (b) (7)(C) why (b) (6), (b) (7)(C) thought (b) (6), (b) (7)(C) was coming to the office. (b) (6), (b) (7)(C) said because I walked away. Again I asked why (b) (6), (b) (7)(C) thought (b) (6), (b) (7)(C) was coming to see (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) said because (b) (6), (b) (7)(C) knew I was upset. (b) (6), (b) (7)(C) should have known because (b) (6), (b) (7)(C) has a radio. I really couldn't get to the bottom of why (b) (6), (b) (7)(C) thought (b) (6), (b) (7)(C) was coming nor the comment about the radio. (b) (6), (b) (7)(C) seemed to be getting very agitated. Before I could let (b) (6), (b) (7)(C) know that (b) (6), (b) (7)(C) could certainly open door our conversation to (b) (6), (b) (7)(C) hung up on me.

Initial Conversation - (b) (6), (b) (7)(C) 2016

Spoke with (b) (6), (b) (7)(C) today regarding (b) (6), (b) (7)(C) open door. (b) (6), (b) (7)(C) is stating (b) (6), (b) (7)(C) has no idea on why (b) (6), (b) (7)(C) got terminated. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) gave (b) (6), (b) (7)(C) direction to down stack (b) (6), (b) (7)(C) all the way to the ladder cart. After (b) (6), (b) (7)(C) was completed with that, (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) what to do. (b) (6), (b) (7)(C) said to help (b) (6), (b) (7)(C) with the remix at (b) (6), (b) (7)(C) stating that there were communication issues and (b) (6), (b) (7)(C) started screaming at me saying that (b) (6), (b) (7)(C) overstepped (b) (6), (b) (7)(C) boundaries.

(b) (6), (b) (7)(C) asked for (b) (6), (b) (7)(C) badge and (b) (6), (b) (7)(C) took off (b) (6), (b) (7)(C) badge and handed it over to (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) tossed (b) (6), (b) (7)(C) vest on a pallet. (b) (6), (b) (7)(C) said "I'm done with this situation" and stated that (b) (6), (b) (7)(C) would be in personnel until they made a decision. (b) (6), (b) (7)(C) waited in personnel and when (b) (6), (b) (7)(C) didn't get a response, (b) (6), (b) (7)(C) went up to see (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) stating that when (b) (6), (b) (7)(C) went up to see (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) said to (b) (6), (b) (7)(C) "you have one minute" How can you explain anything in one minute? I tried to explain the situation and (b) (6), (b) (7)(C) kept interrupting me.

I explained to (b) (6), (b) (7)(C) my role in the open door, that I was not the decision maker, but an objective party to see all sides of the situation. I committed to (b) (6), (b) (7)(C) that I would do my best to contact (b) (6), (b) (7)(C) by the end of the week, however, wanted to make sure I was able to speak to all involved. I did ask (b) (6), (b) (7)(C) what (b) (6), (b) (7)(C) would like to see have happen and (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) would like to have (b) (6), (b) (7)(C) job back that (b) (6), (b) (7)(C) been working on and off with the company for the past (b) (6), (b) (7)(C) years.

(b) (6), (b) (7)(C)

Scheduled to work (b) (6), (b) (7)(C) that day, however, worked in (b) (6), (b) (7)(C) because in stock was so bad. (b) (6), (b) (7)(C) got upset because someone else was working in (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) walked in at the end of the conversation and witnessed (b) (6), (b) (7)(C) taking

off [REDACTED] badge with [REDACTED] vest and giving it to [REDACTED]. I asked [REDACTED] to send me [REDACTED] statement as well as to view the video, burn it and send me over a summary of what [REDACTED] saw.

From: (b) (6), (b) (7)(C)@wal-mart.com>
Sent: Saturday, (b) (6), (b) (7)(C), 2016 4:39 PM
To: (b) (6), (b) (7)(C)
Subject: Associate (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

On (b) (6), (b) (7)(C) 16 around (b) (6), (b) (7)(C) called me to the backroom. When I got back there I saw (b) (6), (b) (7)(C) standing in the main aisle with (b) (6), (b) (7)(C) from the (b) (6), (b) (7)(C). As I got closer to them I could hear (b) (6), (b) (7)(C) tell (b) (6), (b) (7)(C) "I don't need this." (b) (6), (b) (7)(C) looked at me and said here: motioning for me to take (b) (6), (b) (7)(C) badge. (b) (6), (b) (7)(C) then said (b) (6), (b) (7)(C) was sick of this and (b) (6), (b) (7)(C) didn't need this. As (b) (6), (b) (7)(C) started to say something to (b) (6), (b) (7)(C) took (b) (6), (b) (7)(C) badge and vest and threw it at a pallet that was next to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) walked away from both of us leaving the backroom. I walked over and picked up (b) (6), (b) (7)(C) vest and (b) (6), (b) (7)(C) picked up (b) (6), (b) (7)(C) badge and handed it to me. I asked (b) (6), (b) (7)(C) what (b) (6), (b) (7)(C) was upset about and (b) (6), (b) (7)(C) said that it was because there was another associate helping to work in (b) (6), (b) (7)(C) assigned area. I then brought (b) (6), (b) (7)(C) things to the front office and let (b) (6), (b) (7)(C) know what had happened.

(b) (6), (b) (7)(C) was (b) (6), (b) (7)(C)

Thank you

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

TAB 11

(b) (6), (b) (7)(C)

2016

(b) (6), (b) (7)(C)

am

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

At approximately

(b) (6), (b) (7)(C)

today

(b) (6), (b) (7)(C)

called me over the

radio

and we met in the main

action area in the backroom

(b) (6), (b) (7)(C)

was tasked in to to

(b) (6), (b) (7)(C)

area this

(b) (6), (b) (7)(C)

but I had given direction

for

(b) (6), (b) (7)(C)

and to some of our associates

to stand in

(b) (6), (b) (7)(C)

because

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

had asked to get

(b) (6), (b) (7)(C)

started because there were product
outs being a busy weekend. I had
asked another associate later to go out
and throw some

(b) (6), (b) (7)(C)

up quick

because that area was low as
well when

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

met up with R2

in the backroom

was coming

from the grocery bailer area and
I was halfway down the aisle,

(b) (6), (b) (7)(C)

threw

(b) (6), (b) (7)(C)

hands up in the air

and started questioning me as to
why I had another associate

standing in

(b) (6), (b) (7)(C)

I explained to

(b) (6), (b) (7)(C)

the situation and

(b) (6), (b) (7)(C)

stated

that I would have to go back

and work everything the other

associate had already worked - I told (b) (6), (b) (7)(C) that I had given (b) (6), (b) (7)(C) direction and all the other associates direction as well. I called (b) (6), (b) (7)(C) back because (b) (6), (b) (7)(C) always gets confrontational. I told (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) responsible for the team, evaluate and make my decisions for a reason. (b) (6), (b) (7)(C) told me (b) (6), (b) (7)(C) doesn't need this and (b) (6), (b) (7)(C) will go home. I put out my hand for (b) (6), (b) (7)(C) badge and (b) (6), (b) (7)(C) attempted to hand it to me but it was on a stretchy wristband. As (b) (6), (b) (7)(C) came to the back, (b) (6), (b) (7)(C) once again stated (b) (6), (b) (7)(C) didn't need this, took (b) (6), (b) (7)(C) vest and badge off and threw them down. (b) (6), (b) (7)(C) then left and walked away from (b) (6), (b) (7)(C) and I.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

He

[Print Page](#) [Availability Exceptions](#) [Help](#)

(b) (6), (b) (7)(C)

Assoc ID: (b) (6)

WIN: (b) (6), (b) (7)(C)

Primary Job Code: (b) (6), (b) (7)(C)

Job Group: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Current Week

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

SCHEDULED		(b) (6), (b) (7)(C)		AVAILABILITY	
32 hrs 0 mins					
(b) (6), (b) (7)(C)	8 hrs 0 mins	(b) (6), (b) (7)(C)	(b) (6)	(b) (6)	Avail - Not Available
		(b) (6), (b) (7)(C)			Pref - All Day
	Meal (b) (6), (b) (7)(C)				
	8 hrs 0 mins	(b) (6), (b) (7)(C)	(b) (6)	(b) (6)	Avail - (b) (6), (b) (7)(C)
		(b) (6), (b) (7)(C)			Pref - All Day
	Meal (b) (6), (b) (7)(C)				
	8 hrs 0 mins	(b) (6), (b) (7)(C)	(b) (6)	(b) (6)	Avail - (b) (6), (b) (7)(C)
		(b) (6), (b) (7)(C)			Pref - All Day
	Meal (b) (6), (b) (7)(C)				
(b) (6), (b) (7)(C)	8 hrs 0 mins	(b) (6), (b) (7)(C)	(b) (6)	(b) (6)	Avail - (b) (6), (b) (7)(C)
		(b) (6), (b) (7)(C)			Pref - All Day
	Meal (b) (6), (b) (7)(C)				
Hide My Availability					

This schedule is valid as of (b) (6), (b) (7)(C)

Print Page Availability Exceptions Help

(b) (6), (b) (7)(C)

ASSOCIATE

(b) (6), (b) (7)(C)

WIN

(b) (6), (b) (7)(C)

Pr. Mary Center

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Week

(b) (6), (b) (7)(C) Week

Current Week

(b) (6), (b) (7)(C) Week

(b) (6), (b) (7)(C) Week

SCHEDULED	
32 hrs 0 mins	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
8 hrs 0 mins	
(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	
Meal (b) (6), (b) (7)(C)	
8 hrs 0 mins	
(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	
Meal (b) (6), (b) (7)(C)	
8 hrs 0 mins	
(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	
Meal (b) (6), (b) (7)(C)	
8 hrs 0 mins	
(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	
Meal (b) (6), (b) (7)(C)	

Hide My Availability

This schedule is subject to (b) (6), (b) (7)(C)

My Schedule

Month

Week

Availability Exception

Email Schedule

32 hours 0 minutes scheduled this week.

Walmart Week

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Nothing currently scheduled

(b) (6), (b) (7)(C)

HRS:
8

Nothing currently scheduled

(b) (6), (b) (7)(C)

HRS:
8

(b) (6), (b) (7)(C)

HRS:
8

Nothing currently scheduled

(b) (6), (b) (7)(C)

HRS:
8

Help | Glossary of terms

Schedule valid as of (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

My Schedule

Month

Week

Availability Exception

Email Schedule

32 hours 0 minutes scheduled this week.

Walmart Week (b) (6)

◀ (b) (6), (b) (7)(C) ▶

(b) (6), (b) (7)(C)

Nothing currently scheduled

(b) (6), (b) (7)(C)

HRS:
8

Nothing currently scheduled

(b) (6), (b) (7)(C)

HRS:
8

Nothing currently scheduled

(b) (6), (b) (7)(C)

HRS:
8

(b) (6), (b) (7)(C)

HRS:
8

Help | Glossary of terms

Schedule valid as of (b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

My Schedule

Month

Week

Availability Exception

Email Schedule

32 hours 0 minutes scheduled this week.

Walmart Week (b) (6)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	HRS: 8
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	HRS: 8
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	HRS: 8
	Nothing currently scheduled	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	HRS: 8
	Nothing currently scheduled	
	Nothing currently scheduled	

Help | Glossary of terms

Schedule valid as of (b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

My Schedule

Month

Week

Availability Exception

Email Schedule

32 hours 0 minutes scheduled this week.

Walmart Week (b) (6)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	HRS: 8
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	HRS: 8
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	HRS: 8
	Nothing currently scheduled	
	Nothing currently scheduled	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	HRS: 8
	Nothing currently scheduled	

Help | Glossary of terms

Schedule valid as of (b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

My Schedule

Month

Week

Availability Exception

Email Schedule

24 hours 0 minutes scheduled this week.

Walmart Week (b) (6)



(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Nothing currently scheduled

(b) (6), (b) (7)(C)

HRS:
8

(b) (6), (b) (7)(C)

HRS:
8

Nothing currently scheduled

Nothing currently scheduled

Nothing currently scheduled

(b) (6), (b) (7)(C)

HRS:
8

Help | Glossary of terms

Schedule valid as of (b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

Discrimination & Harassment Prevention Policy

Updated: September 19, 2011

At Walmart, we believe in respecting the dignity of every individual. Respectful and professional conduct furthers our mission, promotes productivity, minimizes disputes and enhances our reputation in the communities where we work. All associates, customers, members, or other individuals with whom we have contact in the course of our business should be treated fairly and respectfully without regard to their personal appearance, beliefs, culture, affiliations, or any other characteristics, as long as their conduct does not interfere with the legitimate interests of Walmart or other individuals.

We are also committed to providing an environment that is free of discrimination or harassment based on an individual's status.

Individual's status means an individual's race, color, ancestry, ethnicity, religion, sex, pregnancy, national origin, age, disability, marital status, veteran status, sexual orientation, gender identity or expression, genetic information or any other legally protected status. Individual's status also includes an individual's marriage to or association with someone with any status listed above.

We will not tolerate any form of discrimination or harassment in any aspect of our business. This means that we strictly prohibit any discrimination or harassment, as described below, by or directed at any associate, job applicant, customer, member, supplier or person working on behalf of Walmart. This "zero tolerance" policy applies regardless of whether such conduct rises to the level of unlawful discrimination or harassment.

This policy applies to all associates who work for Walmart Stores, Inc., or one of its subsidiary companies in the United States (Walmart).

Managers and supervisors should use the appropriate supplemental management guidelines.

Discrimination and Harassment Prevention Management Guidelines - Field
Discrimination and Harassment Prevention Management Guidelines - Home Office

Reporting Procedures
 Investigation and appropriate action
 Confidentiality

Prohibited conduct

Discrimination

We prohibit any *discriminatory action* based on an individual's status in all aspects of our business. For purposes of this policy, *discriminatory action* includes, but is not limited to, firing, refusing to hire, denying training, failing to promote and discriminating in pay or other terms, conditions or privileges of employment based on an individual's status. It also includes encouraging or assisting anyone to take discriminatory actions.

We prohibit associates from designing, implementing or executing a *business process* in any manner that discriminates against, singles out or subjects to heightened scrutiny a person based on an individual's status. For the purposes of this policy, a *business process* includes, but is not limited to, sales and purchase of goods and services; customer service; verification or acceptance of any form of payment, including checks, money orders and credit cards; acceptance of shopping cards, gift cards, gift certificates and coupons; refunds, returns and/or exchanges of merchandise; surveillance, investigation or detention of suspected shoplifters, and use of Electronic Article Surveillance (EAS).

Harassment

We prohibit any form of harassment based on an individual's protected status in all aspects of our business. This includes, but is not limited to:

- Using slurs or negative stereotyping;
- Verbal kidding, teasing, or joking;
- Making offensive comments about an individual's status, appearance, or sexual activity;
- Leering or making offensive gestures;
- Circulating or displaying offensive pictures, cartoons, posters, letters, notes, e-mails, invitations, or other materials;
- Using company e-mail or Internet resources to receive, view, or send offensive jokes, pictures, posters, or other similar materials;
- Intimidating acts, such as bullying or threatening based on an individual's status;
- Offensive physical contact such as patting, grabbing, pinching, or intentionally brushing against another's body;
- Physical touching or assault, as well as impeding or blocking movements;
- Repeated unwanted sexual flirtations, advances, or propositions;
- Pressure for sexual activity, including offering employment benefits in exchange for sexual favors or denying employment benefits in response to a refusal to provide sexual favors or
- Any other conduct that shows hostility toward, disrespect for or degradation of an individual based on the individual's status.

Harassing conduct, such as that listed above, is prohibited regardless of whether it is welcome or unwelcome, and regardless of whether the individuals involved are of the same or are of a different sex, sexual orientation, race, or

other status.

Retaliation

We prohibit taking negative action against any associate, former associate, job applicant, customer, member, supplier or person working on behalf of Walmart for, reporting conduct that may violate this policy; filing a complaint of discrimination or harassment with a government agency or court; assisting another individual in reporting conduct that may violate this policy; assisting another individual in filing a complaint of discrimination or harassment with a government agency or court; cooperating in an investigation; or opposing discrimination or harassment.

Reporting procedures

We are committed to preventing discrimination and harassment in all aspects of our business. We will take all reasonable measures to prevent discrimination and harassment. However, if we are not aware that discrimination or harassment is taking place, we cannot address the situation.

If you experience conduct that may violate this policy or if you observe or become aware of any conduct that may violate this policy by being discriminatory, harassing or retaliatory, you should immediately report the violation to any salaried member of management or confidentially and/or anonymously to the Global Ethics Office, 1-800-WMETHIC (1-800-963-8442). If you believe a salaried member of management may be violating this policy, you do not have to report the violation to that person. You may report the possible violation to another salaried member of management or call the Global Ethics Office.

Managers

If you observe, receive a report or otherwise become aware of a possible violation of this policy, you must immediately report such conduct to the *appropriate level of management* for investigation. A salaried member of management who fails to report a violation of this policy may be subject to disciplinary action, up to and including termination.

Appropriate level of management includes, but is not limited to, the Field Logistics Human Resources Manager, Employment Advisor, Market Human Resources Manager, Regional Human Resources Manager or People Director.

We will take appropriate steps to ensure that there is no retaliation of any kind for using the reporting procedures described in this policy. Retaliation of any kind for using the reporting procedures is strictly forbidden and violates this policy.

Investigation and appropriate action

We will take any reported violation of this policy seriously, and we will promptly and thoroughly investigate any report of a possible violation in accordance with the procedures set forth in the management guidelines.

You must cooperate with and tell the truth to the individual who investigates your report. If you do not cooperate or you fail to tell the truth, we will be unable to conduct a proper investigation or take prompt remedial action. Any associate who refuses to cooperate in an investigation or fails to tell the truth during an investigation may be subject to disciplinary action up to and including termination.

We will take appropriate action to eliminate conduct that violates this policy and to ensure that there is no recurrence of such conduct. We may put reasonable interim measures in place during an investigation of a reported policy violation including, but not limited to, suspension or transfer of the associate who reportedly violated this policy. Suspensions are unpaid. However, if you are suspended pending the outcome of a company investigation and the result is that the allegations against you are not substantiated, you will be returned to work and paid for all scheduled hours missed while suspended.

We will take further appropriate action once the reported violation has been thoroughly investigated. If an investigation reveals that an associate has violated this policy (or any other policy), that associate will be subject to disciplinary action up to and including termination and any other appropriate corrective action.

Confidentiality

We will make every reasonable effort to maintain the confidentiality of all parties involved in any investigation. We will disclose information to only those having a need to know in order to facilitate the investigation or resolution. Any disclosure of information, other than on a need-to-know basis as described above, will constitute a breach of confidentiality and will result in disciplinary action up to and including termination.

For more information

If you have questions or need further guidance, please contact your HR representative.

This information does not create an express or implied contract of employment or any other contractual commitment. Walmart may modify this information at its sole discretion without notice, at any time, consistent with applicable law. Employment with Walmart is on an at-will basis, which means that either Walmart or the associate is free to terminate the employment relationship at any time for any or no reason, consistent with applicable law.

Last Modified: October 8, 2014

WIRE Knowhow

Help

Terms and Conditions

(b) (6), (b) (7)(C)

Week 42

Current Week

	5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)																		
8 hrs 0 mins	(b) (6), (b) (7)(C)																		
8 hrs 0 mins	(b) (6), (b) (7)(C)																		
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)																		

(b) (6), (b) (7)(C) Week (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Current Week

5 6 7 8 9 10 11 12 1 2 3 4 5 6 7 8 9 10
AM AM AM AM AM AM AM PM PM PM PM PM PM PM PM PM PM

(b) (6), (b) (7)(C) 8 hrs 0 mins
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8 hrs 0 mins
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

[My Favorites](#) [Key Resources](#) [Email](#) [Directory](#) [Logout](#) [Search](#)[Home](#)[News
Center](#)[Teamwork
Me@Wal-Mart](#)[Knowledge](#)**Time Off Request - Future Time Off Requests**

Select	Name	Submitted Date & Time	Date of Time Off Request	Status
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 2014	(b) (6), (b) (7)(C) 2014	Approved
		2014	2014	Rejected
		2014	2014	Rejected
		2014	2014	Approved
		2014	2014	Approved

[Back](#)[Main Menu](#)[Submit](#)

The falsification of, or failure to record complete and accurate time records, is a violation of company policy and can lead to disciplinary action, up to and including termination. The daily and weekly hour totals displayed here are estimates provided for your reference and can vary slightly from the final payroll records.

[WIRE Knowhow](#)[Help](#)[Terms and Conditions](#)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) 2014

Sedgwick Claims Management Services, Inc.
PO Box 14028
Lexington, KY 40512



Phone: 1-855-489-1600

Fax: 1-859-280-3264

Email:

Walmartforms@sedgwicksir.com

(b) (6), (b) (7)(C) 2022

(b) (6), (b) (7)(C)

Accommodation Request Decision Notification



web: mySedgwick® | phone: 855-489-1600 | email: WalmartForms@sedgwick.com
fax: 859-280-3264 | postal: P.O. Box 14028, Lexington, KY 40512

(b) (6), (b) (7)(C) 2022

(b) (6), (b) (7)(C)

Claim: (b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C) :

Thank you for giving the Accommodation Service Center at Sedgwick the opportunity to help you with your accommodation request. Based on the information provided, we are offering you (b) (6), (b) (7)(C) as an alternative accommodation.

Your specific request could not be approved because your restrictions prevent you from being able to perform the essential job functions in your current position.

A (b) (6), (b) (7)(C) is required to perform the following essential job functions:

- (b) (6), (b) (7)(C)
- (b) (6), (b) (7)(C)

Your healthcare provider has indicated that you have the following restrictions:

- (b) (6), (b) (7)(C)

We will conduct a search to find a new position on your behalf. The search will review available positions in either the same or a lower pay grade for which you are qualified and can perform within your restrictions, either with or without an accommodation.

- Because your restrictions keep you from continuing to work in your current position, a reassignment leave of absence is approved from (b) (6), (b) (7)(C)/2022 through (b) (6), (b) (7)(C)/2022 for the duration of the (b) (6), (b) (7)(C) search period.

Job Search Area:

On (b) (6), (b) (7)(C)/2022, we spoke to you and confirmed that your job search will include the following locations:

- Your current location: (b) (6), (b) (7)(C)
- The following selected locations:
 - Location: (b) (6), (b) (7)(C)

Here's What You Need to Do Next:

- ➔ Notify us as soon as possible if you wish to update your job search area, if your restrictions or your accommodation needs change, or if you wish to modify your request, by calling 855-489-1600.

Accommodation Request Decision Notification



web: mySedgwick® | phone: 855-489-1600 | email: WalmartForms@sedgwicksir.com
fax: 859-280-3264 | postal: P.O. Box 14028, Lexington, KY 40512

- Please review the [Job Reassignment Frequently Asked Questions \(FAQ\)](#) on the following page.
- Please work with your management team or People Partner to discuss your next steps.

If you wish to appeal this decision, please contact us to submit a request for reconsideration. We ask that you contact us within 30 days of receiving this decision.

Where to Send Information:

- **Fax** 859-280-3264
- **Email** walmartforms@sedgwicksir.com

We Are Here to Help:

- Resources are available through mySedgwick® and accessible at One.Walmart.com.
- You can also contact the Accommodation Service Center at 855-489-1600, Monday through Friday from 8:00 a.m. – 5:00 p.m. CT.

Scan this code with your smartphone's camera or QR code reader to go straight to mySedgwick or One.Walmart.com!

mySedgwick



One.Walmart.Com



Request for Accommodation Reconsideration Frequently Asked Questions



web: [mySedgwick®](https://mySedgwick.com) | phone: 855-489-1600 | email: WalmartForms@sedgwicksir.com
fax: 859-280-3264 | postal: P.O. Box 14028, Lexington, KY 40512

Q: WHY WOULD I REQUEST RECONSIDERATION?

A: You may request reconsideration if the accommodation is not working for you or we were unable to grant your request and you would like the decision reviewed again. **Note:** If your condition changes after the original decision, please submit the medical to us. You do not need to request reconsideration.

Q: HOW LONG DO I HAVE TO REQUEST RECONSIDERATION?

A: We ask that you submit your request within 30 days of your receipt of the decision letter.

Q: HOW DO I REQUEST RECONSIDERATION?

A: Call us at 855-489-1600.

Q: WHAT DO I NEED WHEN I MAKE THE CALL?

A: Have your WIN and claim number ready. If you would like us to fax a [Medical Questionnaire Form](#) to your health care provider, please have their fax number ready as well.

Q: WHAT SHOULD I EXPECT WHEN I CALL?

A: An intake agent will discuss your concerns, walk you through the process, and can answer any questions you might have. You will also be given the opportunity to provide new information including updated medical documentation which may help us reconsider the decision. If you tell us you will provide new medical documentation, you will be given a deadline for submitting it to us. The sooner we received your new information, the faster the review can be completed.

Q: WHERE CAN I SEND UPDATED INFORMATION?

A: Once the [Medical Questionnaire Form](#) has been completed, as well as any other information you want us to review, you can submit documentation to us through [mySedgwick®](#), email, fax, or postal mail.

Q: WHAT HAPPENS AFTER I SUBMIT THE REQUEST?

A: The initial decision will remain in place while your request for reconsideration is being reviewed. Once the reconsideration decision is finalized, we will provide a written decision to you and your facility.

Q: WILL I BE REQUIRED TO PROVIDE NEW MEDICAL?

A: You will have the option to provide new medical information to support your request or you can ask that we use your current medical already on file. If you plan to provide updated medical, be sure to follow up with your health care provider to ensure the information is sent to us on time. If we do not receive your paperwork by the deadline, we will make a decision based on the information we have.

Q: DO I NEED PERMISSION FROM MY MANAGEMENT TO REQUEST RECONSIDERATION?

A: **No.** You can request reconsideration as you feel appropriate. We will also give your facility the opportunity to provide input.

Job Reassignment Frequently Asked Questions



web: mySedgwick® | phone: 855-489-1600 | email: WalmartForms@sedgwicksir.com
fax: 859-280-3264 | postal: P.O. Box 14028, Lexington, KY 40512

Q: WHAT IS JOB REASSIGNMENT?

A: Job Reassignment means that we will search for an open position in which your restrictions can be reasonably accommodated. If we find an appropriate open position, you will be offered that job without having to apply or go through an interview.

Q: WHAT IF THERE IS NO SUITABLE POSITION THAT IS CURRENTLY OPEN?

A: If there is not a suitable open position available, you will be placed on a leave of absence since your restrictions keep you from working in your current position. We will set up this leave for you. You'll remain on this leave for up to 90 days while we continue to look for a suitable job for you. During this time, you can apply for any pay benefits for which you are eligible, or use your PTO.

Q: HOW WILL I KNOW IF I GET A JOB OFFER?

A: Your facility will let you know as soon as we find a suitable open position and offer it to you. If you turn down the offer or don't respond, we will stop looking for a job on your behalf and close out your leave. After that, you will need to call us to request a medical leave.

Q: I ACCEPTED A JOB OFFER, WHAT'S NEXT?

A: Your facility will work with you to complete the job offer and your job code will be updated as this is now your permanent position.

Q: CAN I BE REASSIGNED TO A PROMOTIONAL POSITION?

A: You will not be reassigned to a promotional position. Although we will only be looking for positions with the same or lower pay grade than your current position, you can always apply for any suitable open positions. If you choose this option, you'll still need to go through the normal application and interview process.

Q: WHAT IF A JOB ISN'T FOUND?

A: The job search will end after a 90-day search period. If we haven't found a position for you, you will need to discuss your remaining leave options with us.

Q: WHAT IF MY CONDITION CHANGES?

A: If this happens, let us know as soon as possible. A change in your restrictions may allow you to return to your previous position, if it's still available, or it may change the types of positions we're looking for on your behalf.

Q: CAN I APPEAL THE DECISION?

A: **Yes.** If you don't agree with this decision, you can appeal it by calling us and requesting we reconsider. You'll be given an opportunity to provide new information, including updated medical, that you think will help us review the decision.

Q: CAN I OPT OUT OF REASSIGNMENT?

A: **Yes.** If you don't want us to look for another position for you, you can opt out of the job reassignment process. At that time, the job search will end and your leave will be closed. You will need to contact us to discuss your remaining leave options.

.

From: (b) (6), (b) (7)(C)
Sent: Monday, October 3, 2022 7:59 PM
To: Mohns, Linda
Subject: Files
Attachments: Last 6 months.pdf; Harassment problems.pdf; ADA letter.pdf; This email is regarding an interaction I had with (b) (6), (b) (7)(C).pdf; It has come to my attention that the (b) (6), (b) (7)(C).pdf

CAUTION: The sender of this message is external to the NLRB network. Please use care when clicking on links and responding with sensitive information. Forward suspicious emails to [nlrbirc@nlrb.gov](mailto:nlrirc@nlr.gov).

If I find more files, I will send them, and I will try to transcript the recording.

Thank You,
(b) (6), (b) (7)(C)

Immediate Attention and Action Required

From: (b) (6), (b) (7)(C)

To: (b) (6), (b) (7)(C)@walmart.com; (b) (6), (b) (7)(C)@walmart.com; (b) (6), (b) (7)(C)@walmart.com;
(b) (6), (b) (7)(C)@walmart.com; (b) (6), (b) (7)(C)@walmart.com; (b) (6), (b) (7)(C)@walmart.com;
(b) (6), (b) (7)(C)@walmart.com

Date: Friday, April 22, 2022 at 01:45 AM CDT

My name is (b) (6), (b) (7)(C) and I work at store (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) Louisiana. I'm reaching out to you because I filed for accommodations with Sedgwick that could have been handled at the store level. However, I got the decision from Sedgwick on (b) (6), (b) (7)(C) 22, and it was to place me on a (b) (6), (b) (7)(C) month or more extended unpaid leave while they try to find a position for me. I never asked to be put on leave, and I only asked to be reassigned to (b) (6), (b) (7)(C) and for a schedule change; it's not complicated and doesn't require a (b) (6), (b) (7)(C) month unpaid leave. This behavior is discrimination and retaliation of the highest order, and I don't know how you feel, but this is completely unacceptable and outrageous to me in every way imaginable.

Furthermore, I have been taken off the schedule as of (b) (6), (b) (7)(C) 22; if this continues, I will lose my car and my ability to buy food. I talked with the (b) (6), (b) (7)(C) and told (b) (6), (b) (7)(C) this, and (b) (6), (b) (7)(C) was utterly indifferent to it, while (b) (6), (b) (7)(C) was there too and had the same reaction, which was no reaction except to say, "there's nothing I can do. It's out of my hands." I understand the need to follow what my doctor said, but the one restriction on using (b) (6), (b) (7)(C) is irrelevant because since I began in (b) (6), (b) (7)(C) I have not had to use (b) (6), (b) (7)(C) one time. And I am skeptical that my doctor even said that because Sedgwick is known for putting their own interpretations on doctor recommendations, and they are not medical professionals. In addition, if Walmart is a "Family," as you claim, is this how you treat family? Would you do this to your mother or brother? I don't think that they would appreciate this treatment.

I work in (b) (6), (b) (7)(C) and I'm there (b) (6), (b) (7)(C). Mainly this is concerning to me because I have a condition that causes me (b) (6), (b) (7)(C). I am concerned about being in (b) (6), (b) (7)(C) because if I were (b) (6), (b) (7)(C) and no one is around to offer aid, it could result in severe injury or worse. I would like to move back to the (b) (6), (b) (7)(C) because people are around, and if I was (b) (6), (b) (7)(C) I could receive help quickly. Not having the proper amount of sleep and stress are starting to cause me (b) (6), (b) (7)(C) more frequently than usual.

I am requesting to be able (b) (6), (b) (7)(C) at the latest, so I can take (b) (6), (b) (7)(C) and have a good night's rest so that I can manage (b) (6), (b) (7)(C). I have gone through the proper channels with Sedgwick to get this accommodation approved. However, I cannot wait for however long it may take for Sedgwick to get this accommodation to go through whatever they do. The stress of being at work (b) (6), (b) (7)(C) can trigger (b) (6), (b) (7)(C). I appreciate you taking the time to work with me on this issue as swiftly as possible and helping me find a solution that works best for everybody.

Thank You,

(b) (6), (b) (7)(C)

This letter concerns my interaction with the (b) (6), (b) (7)(C)). I told (b) (6), (b) (7)(C) many times, the latest being on (b) (6), (b) (7)(C) /22, about the harassment by the (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), who has a long history of harassing people. All of which have told me everything that happened, so this is not speculation. (b) (6), (b) (7)(C) has also told many associates that they cannot talk to me because when people have a problem, they come to me because they know I will give them the truth when management lies to them. I have told (b) (6), (b) (7)(C) about this, and every time (b) (6), (b) (7)(C) has been dismissive of (b) (6), (b) (7)(C) actions, defended (b) (6), (b) (7)(C) and blamed me. What I do with associates is a concerted activity and is protected by law because of my affiliation with the labor organization United For Respect (UFR).

For example, I was helping an associate who had (b) (6), (b) (7)(C) accommodations but was being harassed by the (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) accommodations allowed (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) for stability to stop (b) (6), (b) (7)(C) from falling. And (b) (6), (b) (7)(C) threatened to have (b) (6), (b) (7)(C) fired if (b) (6), (b) (7)(C) fell again, and I put (b) (6), (b) (7)(C) in touch with the (b) (6), (b) (7)(C) specialist at the organization, and (b) (6), (b) (7)(C) didn't like that, so (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) couldn't talk to me anymore. Not only is that harassment, but it's discrimination, retaliation, and the violation of labor laws regarding concerted activities.

After informing (b) (6), (b) (7)(C) defended (b) (6), (b) (7)(C) and blamed me, claiming that I had no right to do such a thing and that the (b) (6), (b) (7)(C) was only doing (b) (6), (b) (7)(C) job. (b) (6), (b) (7)(C) defended harassment, discrimination, retaliation, and violation of labor laws regarding concerted activities. (b) (6), (b) (7)(C) shifted the blame away from the culprit onto me. All of which I have informed the attorney from the NLRB about. Why (b) (6), (b) (7)(C) has the job as (b) (6), (b) (7)(C) is beyond my understanding because (b) (6), (b) (7)(C) is entirely unqualified for the job. When (b) (6), (b) (7)(C) is physically there, (b) (6), (b) (7)(C) is not there mentally because (b) (6), (b) (7)(C) is detached from anything that happens in the store and is never anywhere to be found. If you leave the investigation to (b) (6), (b) (7)(C) it will not get done and will be a sham investigation because (b) (6), (b) (7)(C) has no qualifications to do such an investigation and lacks the values and ethics.

This issue needs to be resolved, and there needs to be accountability for this behavior. For a company that claims to be "ethical," nobody would consider what (b) (6), (b) (7)(C) does or doesn't do ethical or professional.

(b) (6), (b) (7)(C),

Store (b) (6), (b) (7)(C), LA (b) (6), (b) (7)(C)

It has come to my attention that (b) (6), (b) (7)(C) is sexually involved with the (b) (6), (b) (7)(C) and not only does this go against Walmart policies about fraternization its unethical, immoral, and unprofessional. There is no way that (b) (6), (b) (7)(C) can be an effective (b) (6), (b) (7)(C) or be trusted to hold that position if (b) (6) is going to engage in such behavior. The same goes for (b) (6), (b) (7)(C) cannot be trusted to be an effective (b) (6), (b) (7)(C) or a professional one if the two of them engage in such behavior because there is no way that there can be accountability when this is taking place.

Furthermore, there needs to be real accountability not just the typical keeping it quiet approach that Walmart is known for

1. I filed for (b) (6), (b) (7)(C) accommodations and when I was told that I had to take a (b) (6), (b) (7)(C) month unpaid leave I wrote a letter to the (b) (6), (b) (7)(C) all the way up to (b) (6), (b) (7)(C) naming (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) and their indifferent attitude toward the situation. I still have that letter. The next day I got a call from (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) did what (b) (6), (b) (7)(C) should have done from the beginning instead of having me go through Sedgwick that took less than five minutes.
2. I filed a complaint with OSHA about the L-Carts having the potential to cause hearing loss or hearing damage and at first OSHA rejected it but then I got a call from the Louisiana DOL and an agent went to the store to take measurements.
3. Filed a complaint with OSHA for mislabeling chemical bottles and giving us the wrong cleaning chemicals for the registers and self-checkout kiosks.
4. I talked with the (b) (6), (b) (7)(C) about my points, and (b) (6), (b) (7)(C) was dismissive of the problem and pointed to a phone number (b) (6), (b) (7)(C) had on the wall to call while (b) (6), (b) (7)(C) insisted there was nothing (b) (6), (b) (7)(C) could do. I told (b) (6), (b) (7)(C) there was, and I have seen it done many times by the other (b) (6), (b) (7)(C) who had to talk (b) (6), (b) (7)(C) through my transfer and do most of the work because (b) (6), (b) (7)(C) didn't want to do anything. And if (b) (6), (b) (7)(C) couldn't do anything, (b) (6), (b) (7)(C) could have told me how to do it, but (b) (6), (b) (7)(C) wanted nothing to do with it and refused to help.
5. I spoke with (b) (6), (b) (7)(C) about my points. I had (b) (6), (b) (7)(C) when I put my PPTO in for the day, which added up to (b) (6), (b) (7)(C). And I told (b) (6), (b) (7)(C) about the (b) (6), (b) (7)(C) and how (b) (6), (b) (7)(C) was unfit for the job. And I mentioned to (b) (6), (b) (7)(C) that the customer service associates are too close to the team leads and think they are managers and try to act like they are. And the team leads let them believe and work that way because mostly, the team leads do nothing but stand around or are nowhere to be found.
6. I spoke with the (b) (6), (b) (7)(C) about how (b) (6), (b) (7)(C) needs to leave me alone because I know they are there to watch us, not the customers. I also mentioned that one of them has been harassing an (b) (6), (b) (7)(C) and keeps telling people they can't talk to me.
7. I have also been taking many pictures of (b) (6), (b) (7)(C) standing in one spot on their phones and what chemical if any, we have to clean with, which is usually glass cleaner.
8. I filed a complaint with ethics about (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) being too close and possibly in a romantic relationship.
9. I gave several associates the policy on phone use after they told me that the (b) (6), (b) (7)(C) told them they couldn't use their personal phones and told them it's a lie; the policy says you can tell them they are lying next time. And show the proof to everyone. In addition, I tell my coworkers about their rights and Walmart policies and how to deal with management and not let them intimidate them daily.
10. I have noticed (b) (6), (b) (7)(C) being much more friendly toward me lately and (b) (6), (b) (7)(C) is not friendly to anyone and doesn't talk to anyone

This email is regarding an interaction I had with the (b) (6), (b) (7)(C) about my transportation situation, the points I had, and a request for leniency. Since my car has been in the shop for almost (b) (6), (b) (7)(C) months now, my only transportation (b) (6), (b) (7)(C). because of an (b) (6), (b) (7)(C) 22 I told the (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and the (b) (6), (b) (7)(C) about my transportation problem because I didn't have a car yet rely on my family to get to work. I also told them that everyone in the family uses (b) (6), (b) (7)(C) car. Then two days later, on (b) (6), (b) (7)(C)/22, I woke up and was ready to get to work but could not make it because the car was gone, so I put my PPTO in. In addition, the next day, I checked my time and noticed that (b) (6), (b) (7)(C) had given me (b) (6), (b) (7)(C) points, which now gives me (b) (6), (b) (7)(C) even after I had explained to (b) (6), (b) (7)(C) my transportation issues. And (b) (6), (b) (7)(C) response was, "there's nothing I can do; you should have called in," which is a lie because I have seen it done before by (b) (6), (b) (7)(C) and other (b) (6), (b) (7)(C).

Furthermore, on (b) (6), (b) (7)(C)/22, I asked (b) (6), (b) (7)(C) again for leniency on the no call no, show policy and the points if I happen to be late, and (b) (6), (b) (7)(C) response was the same "there's nothing I can do call the number. That's what you have PPTO for" (b) (6), (b) (7)(C) dismissive attitude and indifference makes me question why (b) (6), (b) (7)(C) has that position. Therefore, everyone I have spoken to said the same thing about (b) (6), (b) (7)(C) is cold, doesn't care, never helps anyone, has a bad attitude, and is rude, not friendly, and nearly impossible to talk to. In addition, (b) (6), (b) (7)(C) would be better off with a job where (b) (6), (b) (7)(C) can work alone because (b) (6), (b) (7)(C) doesn't like talking to people or helping people and doesn't know (b) (6), (b) (7)(C) job. For example, I transferred from a (b) (6), (b) (7)(C) and the (b) (6), (b) (7)(C) there had to call (b) (6), (b) (7)(C) multiple times a day every day and explain to (b) (6), (b) (7)(C) what to do and how to do it and then talk (b) (6), (b) (7)(C) into doing it because (b) (6), (b) (7)(C) wanted nothing to do with helping me. The (b) (6), (b) (7)(C) at that store (b) (6), (b) (7)(C) is the polar opposite of (b) (6), (b) (7)(C) was helpful and easy to talk to, and (b) (6), (b) (7)(C) knew (b) (6), (b) (7)(C) job exceptionally well.

I spoke with (b) (6), (b) (7)(C) today, (b) (6), (b) (7)(C)/22, and (b) (6), (b) (7)(C) was detached from the conversation even after I told (b) (6), (b) (7)(C) the problem. (b) (6), (b) (7)(C) proceeded to blame me and defend (b) (6), (b) (7)(C) when (b) (6), (b) (7)(C) knew my situation but had the same indifferent attitude, and I could tell (b) (6), (b) (7)(C) didn't care and wasn't going to do anything, and (b) (6), (b) (7)(C) didn't. Why this (b) (6), (b) (7)(C) has the job that (b) (6), (b) (7)(C) is entirely unqualified for is beyond my understanding because when (b) (6), (b) (7)(C) is there, (b) (6), (b) (7)(C) is nowhere to be found, and nobody ever knows if (b) (6), (b) (7)(C) is there at the store or not or how to find (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) is oblivious to anything in the store and has made changes that make doing our jobs much more complicated and nearly impossible. I can tell that (b) (6), (b) (7)(C) and the (b) (6), (b) (7)(C) are a bit too close, making (b) (6), (b) (7)(C) being (b) (6), (b) (7)(C) impossible. In addition, why (b) (6), (b) (7)(C) has the job of (b) (6), (b) (7)(C) makes no sense because (b) (6), (b) (7)(C) doesn't like helping people and has a horrible attitude, and (b) (6), (b) (7)(C) is a very cold person who doesn't know (b) (6), (b) (7)(C) job.

Therefore, these issues need to be resolved promptly, and there needs to be accountability. This is not the behavior of a company that claims to be a "family" is that how you would treat your family? And there needs to be swift action taken to resolve this as soon as possible.

(b) (6), (b) (7)(C)

To (b) (6), (b) (7)(C) @walmart.com, (b) (6), (b) (7)(C) @walmart.com, (b) (6), (b) (7)(C) @walmart.com, (b) (6), (b) (7)(C) @walmart.com, (b) (6), (b) (7)(C) @walmart.com, (b) (6), (b) (7)(C) @walmart.com, (b) (6), (b) (7)(C) @walmart.com

Fri (b) (6), (b) (7)(C) at 1:45 AM

My name is (b) (6), (b) (7)(C), and I work at store # (b) (6), (b) (7)(C) Louisiana. I'm reaching out to you because I filed for accommodations with Sedgwick that could have been handled at the store level. However, I got the decision from Sedgwick on (b) (6), (b) (7)(C)/22, and it was to place me on a (b) (6), (b) (7)(C) month or more extended unpaid leave while they try to find a position for me. I never asked to be put on leave, and I only asked to be reassigned (b) (6), (b) (7)(C) and for a schedule change; it's not complicated and doesn't require a (b) (6), (b) (7)(C) month unpaid leave. This behavior is discrimination and retaliation of the highest order, and I don't know how you feel, but this is completely unacceptable and outrageous to me in every way imaginable.

Furthermore, I have been taken off the schedule as of (b) (6), (b) (7)(C)/22; if this continues, I will lose my car and my ability to buy food. I talked with (b) (6), (b) (7)(C) and told (b) (6), (b) (7)(C) this, and (b) (6), (b) (7)(C) was utterly indifferent to it, while (b) (6), (b) (7)(C) was there too and had the same reaction, which was no reaction except to say, "there's nothing I can do. It's out of my hands." I understand the need to follow what my doctor said, but the one restriction on using (b) (6), (b) (7)(C) is irrelevant because since (b) (6), (b) (7)(C), I have not had to use (b) (6), (b) (7)(C) one time. And I am skeptical that my doctor even said that because Sedgwick is known for putting their own interpretations on doctor recommendations, and they are not medical professionals. In addition, if Walmart is a "Family," as you claim, is this how you treat family? Would you do this to your mother or brother? I don't think that they would appreciate this treatment.

I work in (b) (6), (b) (7)(C), and I'm there (b) (6), (b) (7)(C). Mainly this is concerning to me because I have a condition that causes me (b) (6), (b) (7)(C). I am concerned about being in (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) because if I were (b) (6), (b) (7)(C) and no one is around to offer aid, it could result in severe injury or worse. I would like to (b) (6), (b) (7)(C) because people are around, and if I was to have (b) (6), (b) (7)(C), I could receive help quickly. Not having the proper amount of sleep and stress are starting to cause me (b) (6), (b) (7)(C) more frequently than usual.

I am requesting to be able to work (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) at the latest, so I can take (b) (6), (b) (7)(C) promptly and have a good night's rest so that I can manage (b) (6), (b) (7)(C). I have gone through the proper channels with Sedgwick to get this accommodation approved. However, I cannot wait for however long it may take for Sedgwick to get this accommodation to go through whatever they do. The stress of being at work (b) (6), (b) (7)(C) can

trigger (b) (6), (b) (7)(C). I appreciate you taking the time to work with me on this issue as swiftly as possible and helping me find a solution that works best for everybody.

Thank You,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) LA (b) (6), (b) (7)(C)

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Sedgwick Claims Management Services, Inc.

To: (b) (6), (b) (7)(C)
Fax: (b) (6), (b) (7)(C)
From: (b) (6), (b) (7)(C)
Fax:
Date: (b) (6), (b) (7)(C) 2022
Subject: (b) (6), (b) (7)(C) DOB
(b) (6), (b) (7)(C)

Any personal data acquired, processed or shared by us will be lawfully processed in line with applicable data protection legislation. If you have any questions regarding how we process personal data refer to our Privacy Notice <https://www.sedgwick.com/global-privacy-policy>. Any communication including this email and files/attachments transmitted with it are confidential and are intended solely for the use of the individual or entity to whom they are addressed. If this message has been sent to you in error, you must not copy, distribute or disclose of the information it contains and you must notify us immediately (contact is within the privacy policy) and delete the message from your system.

CONFIDENTIALITY NOTE

The information contained in the facsimile message may be legally privileged and confidential information intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this telecopy is strictly prohibited. If you have received this telecopy in error, please notify us immediately by calling the number listed above and return the original message to us at the address above by the United States Postal Service.

Walmart



Request for Medical Information to Support Disability

Walmart Accommodation Service Center at Sedgwick

Telephone: 855-489-1600

Facsimile: 859-280-3264

Email: walmartforms@sedgwicksir.com

Today's Date: (b) (6), (b) (7)(C) 2022

Pages: 2 of 2

To: (b) (6), (b) (7)(C)

From: Sedgwick Disability & Leave

Fax: (b) (6), (b) (7)(C)

Fax: 1-859-280-3264

Patient: (b) (6), (b) (7)(C)

Telephone: 1-855-489-1600

Patient DOB: (b) (6), (b) (7)(C)

Claim Number: (b) (6), (b) (7)(C)

Medical Information Due Date: (b) (6), (b) (7)(C) 2022

We are currently reviewing accommodation options for (b) (6), (b) (7)(C) please complete and return the attached form to address the request. If you have any questions or wish to discuss this information, please call me at the 800 number above. Any and all charges for copies of records are the responsibility of the patient.

Please fax or email to:

Fax: 859-280-3264 or Email: walmartforms@sedgwicksir.com

"The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. 'Genetic Information,' as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services."

ACCOMMODATION MEDICAL QUESTIONNAIRE (CONFIDENTIAL)

Dear Medical Provider:

At Walmart, we provide associates who have a disability with reasonable accommodations to enable them to perform the essential functions of their jobs, seek new jobs within Walmart, and enjoy the benefits of employment. Walmart will also provide reasonable accommodations during the hiring process to job applicants with a disability. Your patient has requested an accommodation. To help us assess the accommodation request, please complete this medical questionnaire. Use additional sheets if needed.

Please return the completed form to patient for submittal, or fax it along with any additional supporting documents to 1-859-280-3264.

SECTION 1 - ASSOCIATE INFORMATION (CAN BE COMPLETED BY ASSOCIATE)

(b) (6), (b) (7)(C)

Job Title

Associate ID# (If known)

(b) (6), (b) (7)(C)

SECTION 2 - MEDICAL INFORMATION (MUST BE COMPLETED BY HEALTH CARE PROVIDER)

1. Diagnosis: (Do not provide diagnosis if your patient is employed in the state of California)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Additional MLA Details:

4. Expected duration of condition or impairment: Please indicate how long the major life activity will be affected.

(b) (6), (b) (7)(C)

☐ Days ☐ Weeks ☐ Months ☐ Years ☐ Episodic ☐ Chronic ☐ If Pregnancy, EDD

5. Physical Activity Restrictions: Please note job related physical activity restrictions. Provide details (frequency, capacity, duration, etc.).

Restriction	Frequency, Activity Level, Capacity, etc.	Duration (*Circle P If Permanent)	Restriction	Frequency, Activity Level, Capacity, etc.	Duration (*Circle P If Permanent)
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(b) (6), (b) (7)(C)

6. Please provide any additional restriction details (e.g., date of improvement milestones or next visit):

Next Appt. (b) (6), (b) (7)(C) 2022

7. Accommodation Recommendations: Please list suggested ways associate can be accommodated.

Option 1: (b) (6), (b) (7)(C)

Option 2:

SECTION 3 - HEALTH CARE PROVIDER INFORMATION

Health Care Provider's Signature (b) (6), (b) (7)(C)

Name of Health Care Provider

Date

(b) (6), (b) (7)(C)

Phone

The Genetic Information No

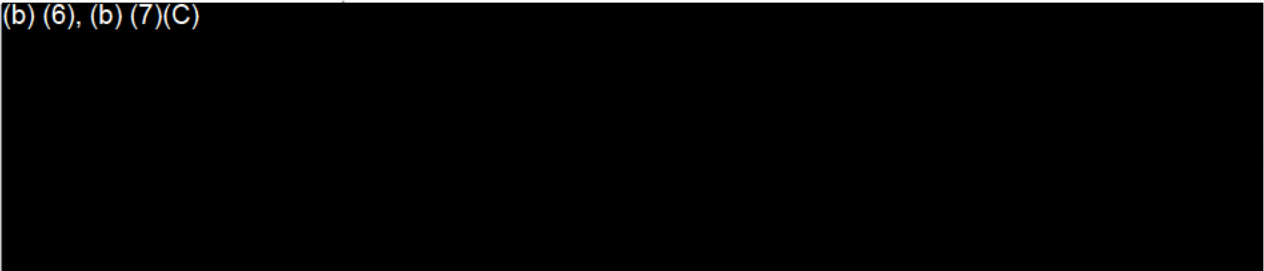
covered by GINA Title II from requesting or

requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. "Genetic Information" as defined by GINA includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.



* C 0 6 9 4 1 6 3 4 - 8 4 8 - 2 0 4 8 *

(b) (6), (b) (7)(C)




(b) (6), (b) (7)(C) 2022

Patient: (b) (6), (b) (7)(C)
Date of Birth: (b) (6), (b) (7)(C)
Date of Visit: (b) (6), (b) (7) 2022


To Whom it May Concern:

(b) (6), (b) (7)(C)



If you have any questions or concerns, please don't hesitate to call.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF
WalMart Inc.

Case 28-CA-217718

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in the location where notices to employees are ordinarily posted at the Charged Party's Bernalillo New Mexico facility. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting.

INTRANET POSTING - The Charged Party will also post a copy of the Notice in English and in additional languages if the Regional Director decides that it is appropriate to do so, on its store-specific intranet at its Bernalillo, New Mexico facility, in the location where notices to employees are ordinarily posted, and keep it continuously posted there for 60 consecutive days from the date it was originally posted. The Charged Party will submit a paper copy of the intranet or website posting to the Region's Compliance Officer when it submits the Certification of Posting. The Charged Party will also provide an affidavit to the Region's Compliance Officer attesting that the electronic posting has been accomplished and will provide a screen shot of the intranet posting.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

NON-ADMISSION CLAUSE — By entering into this Settlement Agreement, the Charged Party does not admit that it has violated the National Labor Relations Act.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the (b) (6), (b) (7)(C) letter describing the general expectations and instructions to achieve compliance, a conformed settlement

Atty 9/24/18

original n (b) (6), (b) (7)(C) posting directly to the Charged Party. If such authorization is granted, Counsel v [REDACTED] d with a courtesy copy of these documents.

No

Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party WalMart Inc.		Charging Party (b) (6), (b) (7)(C)	
By:	Name and Title	Date	By: Name and Title Date 9/21/18
			(b) (6), (b) (7)(C)
			(b) (6), (b) (7)(C)
Print Name and Title below Alan Bayless Feldman Counsel for Walmart Inc.			
Recommended By:	Date	Approved By:	Date
Katherine E. Leung Field Attorney	09/24/18	Cornel A. Overstreet Regional Director, Region 28	9/26/18

(b) (6), (b) (7)(C)

dtg
9/24/18

APR

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT tell you that federal and state agencies cannot help you address concerns about your wages, hours, and working conditions.

WE WILL NOT make any statements that make it appear that we are watching you because you engage in your right to discuss wages, hours and working conditions with other employees.

WE WILL NOT ask you about your protected activity with other employees regarding your wages, hours, and working conditions.

WE WILL NOT prohibit you from discussing our policies with other employees and **WE WILL** rescind the directive promulgated to employees on that subject in February 2018.

WE WILL NOT prohibit you from answering questions from other employees about wages, hours, and working conditions and **WE WILL** rescind the directive promulgated to employees on that subject in February 2018.

BY THIS NOTICE WE HEREBY RESCIND the directive promulgated to employees in February 2018 prohibiting them from discussing our policies with other employees.

BY THIS NOTICE WE HEREBY RESCIND the directive promulgated to employees in February 2018 prohibiting them from answering questions from other employees about wages, hours, and working conditions.


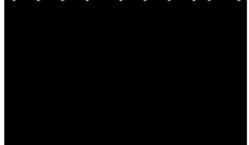
WE WILL NOT threaten you with discipline or unspecified reprisals if you engage in protected activity with other employees regarding your wages, hours, and working conditions.

YOU HAVE THE RIGHT to discuss wages, hours and working conditions with other employees and **WE WILL NOT** do anything to interfere with your exercise of that right.

YOU HAVE THE RIGHT to answer questions from other employees about wages, hours and working conditions and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE WILL NOT subject you to meetings where you are admonished for exercising your right to discuss wages, hours and working conditions with other employees.

(b) (6), (b) (7)(C)



dy
9/24/18

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

Wal-Mart Inc.

(Employer)

Dated: 09/21/18 By:

(Representative)

(Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/trv> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

2600 North Central Avenue
Suite 1400
Phoenix, AZ 85004

Telephone: (602)640-2160
Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.

(b) (6), (b) (7)(C)

9/24/18

[Signature]